

EXHIBIT 25

Allyson,

There have been a few.

Senior Project Manager – John Fawbert was hired in as a Senior Project Manager before I realized a position was open. Executive Program Manager - Robbie Kyrklund was brought in under this title or Senior PM (I don't recall) but was quickly made an Executive Program Manager. Mr. Yates told us at a Senior meeting (days after Robbie was hired) that Robbie would be running the next company for NOK. Now he is the GM of KC.
Executive Program Manager – Tom Berrett was also hired as an Executive Program Manager.
Zigmund Peacock – was hired in as the head of PMO. He is essentially the company technical writer and trainer.

All these positions were announced after the hire was made. There was no opportunity given to apply or get in the running that I am aware of.

Christopher Hicks
Senior Project Manager



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From: Allyson Thomas <allysont@alerachr.com>
Sent: Monday, March 23, 2020 11:04 PM
To: Chris Hicks <chicks@komankc.com>
Subject: Follow-up question for investigation

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you please clarify and give me specifics? I will need to know which positions these were, names of those who were hired, and dates (approximate is ok)?

I am working to conclude this investigation ASAP so would appreciate your return answer by tomorrow (Tuesday) morning.

Thank you,
Allyson



Allyson Thomas, SHRM-SCP | Lead HR Services Partner

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